

KMKI-AM/Radio Disney Dallas,LLC – Arlington, Texas
April 1, 2009

I. INTRODUCTION AND GENERAL POLICY

KMKI-AM (the “Station”) is owned and operated by Radio Disney Dallas, LLC. The Station broadcasts from Arlington, Texas.

KMKI-AM is an equal opportunity employer and follows a consistent practice of outreach to the community and work force regarding broadcast career and job opportunities. Our longstanding policy is to provide equal opportunity for all employees and applicants for employment without regard to race, religion, color, sex, sexual orientation, national origin, age, marital status, covered veteran status, mental or physical disability, pregnancy, or any other basis prohibited by state or federal law. This report includes information from April 1, 2008 – March 31, 2009.

II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, KMKI-AM creates a file for each full-time vacancy. The Station’s EEO files include copies of the job listing and documentation regarding all sources used to recruit applications. The EEO Files also include information on the stations’ long-term recruitment initiatives.

III. VACANCY SPECIFIC RECRUITMENT MEASURES

In addition to local recruiting, KMKI-AM position announcements are forwarded to The Walt Disney Company’s Human Resources Department (“TWDC HR”). TWDC HR posts the job listings on a Disney job website and Monster.com. TWDC HR also participates in the Direct Employee Association Network Sites. The Direct Employers Association is a non-profit consortium of leading U.S. corporations that collects postings from member organizations, such as Radio Disney and distributes them to over 600 diversity disabled Americans, unemployment, schools, state organizations and veteran sites. A list of the sites that are included in this distribution is attached.

These resources were utilized to notify potential applicants of full-time vacancies that occurred during the current reporting period.

IV. FULL-TIME POSITIONS POSTED (APRIL 1, 2008 TO MARCH 31, 2009)

During the period covered by this report, 2 vacancies occurred at KMKI-AM/Radio Disney Dallas, LLC. The position of Assistant Engineer was filled on May 12th, 2008. The position of Account Executive is still open.

DATE OF OPENING	JOB TITLE	STATION & DEPT.	INTER-VIEW DATE	CANDIDATE INTERVIEWE D	HIRED (H) OR NOT HIRED (NH)	DATE HIRED	REFERRAL SOURCE	SOURCES CONTACT
01/25/08	Assistant Engineer	KMKI Engineering	3/11/08	Chris Oradat	H	5/12/08	Susquehanna Broadcasting referral	www.disneycareers.com www.monster.com Society of Broadcast E Local Recruiting List SBE online
			10/24/07	*	NH		Employee Referral	
			11/1/07	*	NH		Employee Referral	
			11/9/07	*	NH		Local Recruiting List	
			12/3/07	*	NH		www.disneycareers.com	
			12/3/07	*	NH		Newspaper	
			12/5/07	*	NH		Employee Referral	
			12/6/07	*	NH		Newspaper	
			1/24/08	*	NH		SBE online	
			2/1/08	*	NH		Newspaper	
			2/4/08	*	NH		www.monster.com	
			2/4/08	*	NH		Newspaper	
			2/6/08	*	NH		Local Recruiting List	
			2/8/08	*	NH		Newspaper	
			2/15/08	*	NH		www.disneycareers.com	

							reers.com	
			2/15/08	*	NH		SBE Online	
			2/15/08	*	NH		www.monster	
			2/25/08	*	NH		SBE online	
			3/7/08	*	NH		www.disneycareers.com	
			3/25/08	*	NH		Local Recruiting List	
			3/26/08	*	NH		Employee Referral	
			4/2/08	*	NH		Employee Referral	
09/04/08	Account Executive	KMKI Sales	9/04/08	*			Employee Referral	www.disneycareers.com www.monster.com Local Recruiting List
			9/09/07	*			Employee Referral	
			9/09/08	*			www.disneycareers.com	
			9/14/08	*			Employee Referral	
			9/30/08	*			www.disneycareers.com	
			9/30/08	*			www.disneycareers.com	
			12/04/08	*			Employee Referral	
			2/13/09	*			Employee Referral	
			3/17/09	*			Employee Referral	
			3/26/09	*			Employee Referral	

V. LONG-TERM RECRUITMENT MEASURES

KMKI-AM/Radio Disney, LLC has engaged in the following long-term outreach initiatives during the period April 1, 2008 to March 31, 2009

A. CAREER DAYS/JOB FAIRS

Tera Beall, KMKI Promotions Coordinator, is the contact person for Job Fairs and Career Days and is responsible for hiring.

Invitations to Job Fairs are regularly extended to the station's Diversity Recruitment Coordinator. The Diversity Recruitment Coordinator and/or other station personnel who have responsibility for hiring decisions attend all fairs. At the events, resumes are collected and short interviews conducted. If positions are open at the time of the fair, resumes of qualified candidates are referred to the proper hiring manager for action. Otherwise, resumes are kept on file and reviewed in the future. Attendees are also informed of the various careers in broadcasting and are provided with information on how to discover future openings with the group. Handouts are brought to each event listing the internet address station's job information and the email and regular mail addresses to submit resumes.

University of Texas At Arlington Career Fair – September 24, 2008
– Attended by Tera Beall / Promotions Coordinator

DFW Airport Career Expo – December 5, 2008
– Attended by Tera Beall / Promotions Coordinator

B. MANAGEMENT AND EMPLOYEE TRAINING

The Station Manager and department heads are aware that all hiring and promotion is to be conducted in a manner that is free of improper discrimination of any kind. The importance of equal opportunity is reinforced in management training periodically conducted by TWDC's Legal Department and Human Resources Department, which explains the company's commitment to diversity and to avoiding all forms of discrimination and sexual harassment.

The Walt Disney Company maintains a strong equal opportunity policy, which is periodically mailed to all employees at their home addresses. All employees of The Walt Disney Company are also expected to be familiar with the company's Standards of Business Conduct, which contains a commitment to diversity and to a work environment that is free of discrimination and sexual harassment. All employees of The Walt Disney Company are required to complete on-line training periodically to ensure compliance with the Standards of Business Conduct. The most recent training six-week training ended on March 27, 2009.

TWDC/KMKI-AM's Human Resources Department conducts new employee orientation, which includes distribution of written copies of both The Walt Disney Company EEO policy and the ABC Inc. Fair Employment Policy.

C. NOTIFICATION OF UPPER LEVEL OPENINGS TO MEDIA ORGANIZATIONS WITH BROAD-BASED MEMBERSHIP

The Station also listed every opening in a job bank or newsletter of a media trade group with a broad-based membership that includes women and minorities, including the AWRT, National Hispanic Media Coalition, DFW Association of Black Communicators, California Chicano News Media Association, and the Houston Black Media Association (see Section VII for list of groups).

VI. SELF-ASSESSMENT

KMKI-AM is continually engaged in evaluating the effectiveness of its EEO outreach and recruitment programs. We strive to improve and refine our methods by monitoring responses received to ensure that our interview pool includes qualified applicants from diverse sources. Our recruitment list is regularly reviewed and updated and changes made where appropriate. As part of TWDC's commitment to publicize the procedure by which recruitment sources and community groups can get on our recruitment list for job vacancies, the station engages in the following outreach activities.

Beginning in April 2008, KMKI-AM began airing announcements, 5 per week, instructing organizations on how they can get on your local recruitment list. This announcement airs consistently throughout the year.

VII. LOCAL RECRUITMENT LIST (April 1, 2008 TO March 31, 2009) OF KMKI / RADIO DISNEY – ARLINGTON

Helen Sullivan
Arlington Baptist College
3001 West Division
Arlington, TX

Kimie Nguyen
Arlington Workforce Solutions
140 W. Mitchell Street
Arlington, Texas

Temple Weiskopf
Baylor University
PO Box 97036
Waco, Texas

Mike Alford
Cedar Valley College
3030 N. Dallas Avenue
Lancaster, TX

Barbara Peete
Career Services
UT @ Arlington
800 South Cooper
Arlington, TX

Jennifer Buyten
Brookhaven College
3939 Valley View Lane
Farmers Branch, TX

Job Placement Director
DFW Association of Black Communicators %
DMN
1150 South Freeway
Suite 211
Ft. Worth, Texas

Christine Giles
Student
3600 Alma #3221
Richardson, Texas

Leslie Rigoulot
1201 Mockingbird Dr.
Grapevine, TX

Alex Nogales
National Hispanic Media Coalition
3550 Wilshire Blvd
Suite 670
Los Angeles, CA

Craig Bean
Texas Association of Broadcasters
502 E. 11th Street, Suite 200
Austin, Texas

Texas Workforce Commission
1050 N. Westmoreland Suite 432-B
Dallas, Texas

Richard Paterik
University of Dallas
1845 E. Northgate Drive
Irving, TX

Barbara Peete
UT @ Arlington
800 South Cooper
Arlington, Texas

Oz Jakubik
Weatherford College
308 E. Park Avenue
Weatherford, TX

Kimberly Prince
Express Personnel
3701 S. Cooper
Suite 233
Arlington, Texas

Job Placement
Greater Dallas Comm.
400 S. Zang Blvd.
Suite 1025
Dallas, TX

Thelma Thomas
Houston Black Media Association
3825 Wichita St
Houston, Texas

Attn: Center Director
Japanese Community Center
1203 W. Puente Avenue
West Covina, CA

Jonathan Patrick
Southwestern Baptist Seminary
Attn: Church Minister Relations
P O Box 22120
Fort Worth, TX

Bill Stowe
Texas Christian University
TCU Box 297300
Fort Worth, TX

Lisa Vallejo
Texas State University
601 University Drive
San Marcos, Texas

Wanda Brooks
UT @ Arlington
UT @ Arlington
P O Box 19619
Arlington, TX

Terri Rios
Women's Center of Tarrant County
PO Box 825
Fort Worth, Texas

Julio Morari
California Chicano News Media Association
3800 South Figueroa Street
Los Angeles, CA

Patti Everitt
Cassata Learning Center
1400 Hemphill Street
Fort Worth, Texas

Jannet Davis
LeTourneau University
PO Box 7001
Longview, TX

Francienne Maynard
North Lake College
5001 N. McArthur Blvd.
Irving, Texas

Craig Bean
www.tab.org
502-322-9944 phone
Job Bank
Employer
Userid: KMIC
Password: KY.1830

Job Service
Tarrant County Job Bank
6250 N.E. Loop 820
Fort Worth, TX

Ms. Sherri Mata
Texas Wesleyan College
1201 Wesleyan Street
Fort Worth, TX

Kelly McGlothan
YWCA
Attn: Supporting Living Staff
512 West 4th Street
Fort Worth, TX

AWRT
www.awrt.org
703-506-3290 phone
703-506-3266 fax

LOCAL WEBSITE POSTINGS –

CSWork.com

4 Entertainment Jobs

Collegiate Broadcasters

American Job Bank (AJB) (Texas Job Bank)

Entertainment Jobs

New Mexico State University

Rick Scott & Associates

Sports Casting Jobs

TV and Radio Jobs

University of California – Berkeley

Abilene Christian University